



Sheila Dixon

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Mayor Dixon Announces Plan to Increase Police Recruitment

Baltimore, MD (July 12, 2007) – Mayor Sheila Dixon was joined by Baltimore City Police Commissioner Leonard Hamm to announce a plan to recruit new police officers. The plan, which has six specific recommendations, is designed to increase the number and quality of new city police officers.

“Increasing the size of the police force – and maintaining our commitment to quality recruits – is one part of our strategy to make Baltimore safer,” said Mayor Dixon. “I am committed to reducing the burden on the officers we have now, and attracting the best and the brightest to this noble profession.”

The Baltimore City Police Department (BPD) reports that only 7% of its applicants meet all requirements to become a police officer. The majority of applicants applying for police officer trainee fail to meet basic Maryland Police Training Commission (MPTC) Guidelines and departmental standards. In 2006, BPD recruited over 3,600 applicants, but only hired 227. In 2006, the BPD recruited 3660 applicants – 20% did not pass the initial screening and nearly 40% of those who took the Civil Service Tests failed.

Mayor Dixon’s plan is as follows:

- **Increase Recruitment Goal from 240 to 300 new Police Officers**
 - This year, the BPD’s goal is to recruit a total of 240 new officers and to enroll 40 in each academy class. In order to keep up with attrition and fill existing vacancies, the BDP should increase its goal to recruit 300 new officers and enlarge each academy class from 40 to 50 trainees.
- **Study and Rejuvenate Recruitment and Training Process**
 - An in-depth and longer term analysis of BPD’s recruiting and training process. Over the past several years, the BPD has taken steps to make the process more efficient; however, more can be done. An in-depth study should be undertaken to determine ways to streamline the recruitment process, maximize the use of marketing funds, improve the percentage of recruits who qualify for the academy and create performance measures for the recruitment and training division.
- **Analyze Impact of Marketing**
 - Preliminary data shows that BPD could be getting a stronger return on its marketing investment. BPD obtains the majority of its recruits from targeted

recruiting trips, friend/officer referral and the internet. BPD should develop and implement performance measures to evaluate marketing success.

- **Provide Tutoring and Training Courses to Candidates who Fail the CST**
 - Based on BPD statistics, 1187 of 2218 (40.1%) of police officer candidates failed the CST in 2006. This represents the largest number and proportion of police officer candidates excluded from advancing into BPD for any reason (i.e. failing the agility, physical, background, or psychological tests). Tutoring and training classes would enhance the skills of candidates on concepts tested in the CST with the goal of preparing candidates to pass the CST. Physical fitness classes could also be provided to help prepare candidates for the agility test. Both NYPD and LAPD provide free candidate assistance programs of this nature. Baltimore County has an online CST preparation manual with sample questions.
- **Expansion of Cadet Program by 40 Cadets**
 - To date, the program has an 84% cadet retention rate. Since 2005, 40 cadets have reached the age of police academy eligibility and 39 have entered -- 98% success rate. Therefore, the cadet program has and will likely continue to provide a steady flow of police officer trainees. Additionally, the program targets Baltimore City high school graduates and provides career opportunity for Baltimore youth.
- **The “LEAP AHEAD CAMPAIGN” (Law Enforcement Assistance Program – Attracting Highly Educated Applicant Designees)**
 - LEAP is a first step, a joint venture, an extension of the mayor’s partnership for progress philosophy. It is designed to inspire and challenge our best and brightest to make a difference in our city by serving in law enforcement. The Leap Ahead Campaign would be launched as pilot project and \$1 million would be set aside to support the initiative.

The plan will be funded by the city and with available federal grant money.

“I am grateful for the Mayor’s support on this important issue,” said Commissioner Hamm. “Mayor Dixon’s plan to raise our new officer recruitment will be a significant resource in the Department’s the fight against crime.”

"This is an example of the positive change that results through effective, cooperative leadership," added City Council President Stephanie Rawlings Blake. "With a fully staffed police force, we can focus the resources of the Baltimore Police Department to the removal of criminals from the streets and the capture of violent fugitives."

Currently the Baltimore City Police Department Recruitment Unit uses a wide net to attract applicants. For example, they traveled to New York, Pennsylvania, Delaware, and other states because the demand for becoming a police officer is greater than the availability of positions. In 2006, BPD traveled to Puerto Rico and tested over 900 applicants. BPD hired 80 candidates from that trip and most of them were police officers in Puerto Rico. BPD will be traveling to Puerto Rico again in June 2007.

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